

# Apprenticeships in North Carolina



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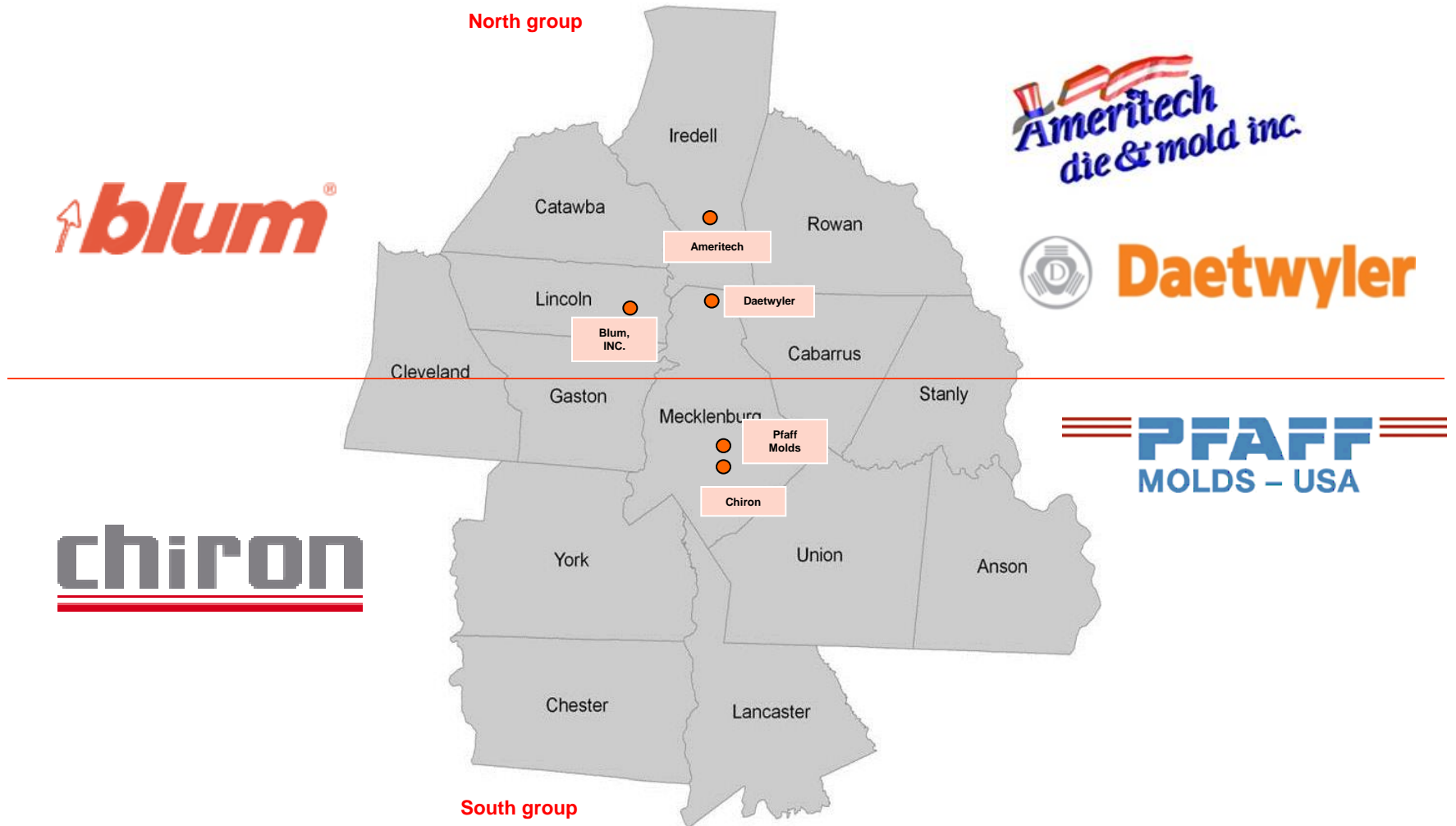
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# ***Apprenticeship 2000***

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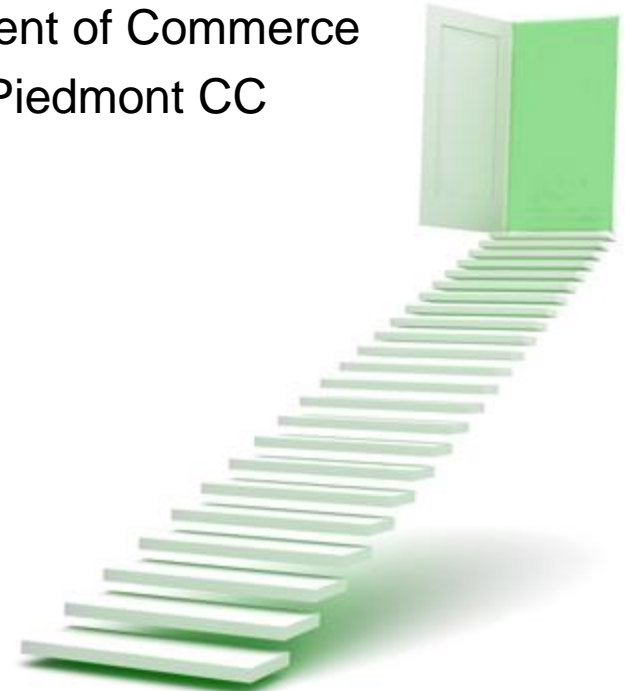


# The Partnership



# What is Apprenticeship 2000?

- Dual Training - Academics in College / hands on at company
  - 6400 hours of on the job learning manufacturing skills
  - 1600 hours of college education
- Journeyman Certificate by the NC Department of Commerce
- AAS Degree in Mechatronics from Central Piedmont CC
- Earning while learning
- Guaranteed employment after graduation



# Selection time-line

## October - December

- Career Counselor Luncheon
- Recruiting at local High Schools (Junior Classes)
- Open house(s) in December

## February - March

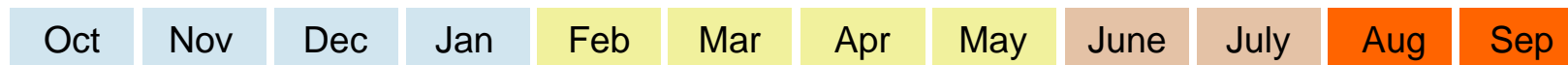
- Orientation (performance and CPCC placement tests)

## June - July

- Internship/Pre-Apprenticeship (performance and CPCC grades)

## August

- Apprenticeship begins (receive monthly evaluations)



# Selection requirements

- For High school min GPA 2.8
- For home school CPCC placement test
- Algebra 1 & 2
- Geometry
- Attendance (No more than 5 per year)
- Recommended courses
  - Physics
  - Drafting
  - Computer application Courses
  - Any Related Hands-On Courses  
(Automotive, Electronics, HVAC)

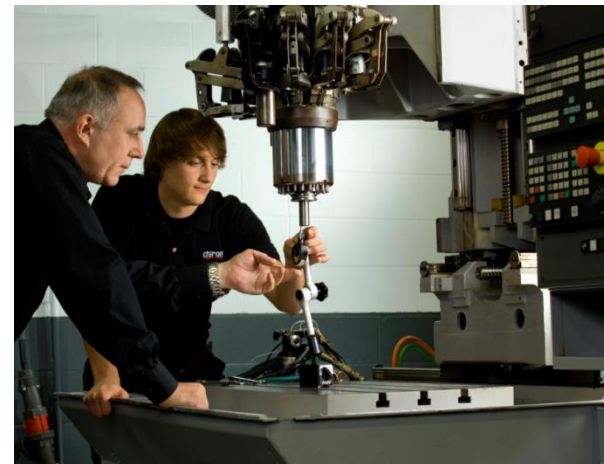


# The Apprenticeship

- First Year:
  - ½ Day High School
  - ½ Day hands-on training at company
  
- Second through Fourth Year:
  - 1 Day/Week Community College (paid)
  - 4 Days/Week hands-on training at company
  
- Apprentices are paid for work hours as well as school hours
  
- Company pays tuition at Community College
  
- Guaranteed Job upon Graduation

# Current trades

- CNC Machinist
- Welding Fabricator
- Machinist
- Tool & Die Maker
- Machine Technician
- Mold/Plastics Technician
- Mechatronics Electrician
- Mechatronics Technician



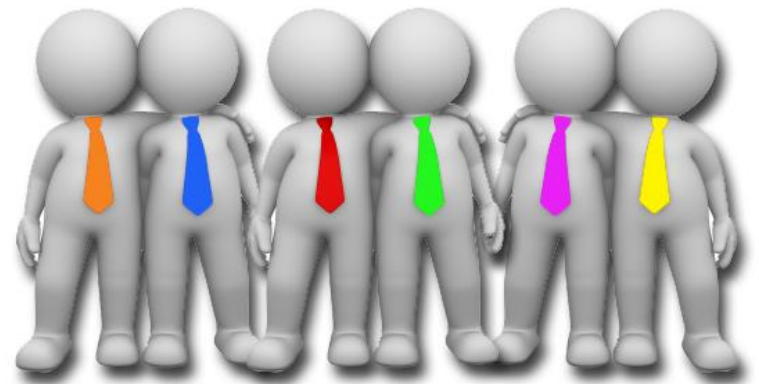


# Why a Partnership?

- Creates class size large enough for CPCC to adapt curriculum and schedule
- Allows small companies to participate in a structured apprenticeship program
- Recruiting as Apprenticeship 2000, not “just” a small company
- Spreads workload for administration
- Share resources between partner companies
- Large Signing and Graduation Ceremony

## **Sponsor Organizations:**

- Central Piedmont Community College
- NC Department of Commerce



# What's next?

- Duplicate the system in other areas of the State
  - ❖ NC Triangle Apprenticeship Program (started)
  - ❖ Apprenticeship Catawba (started)
  - ❖ Other potential areas:
    - Triad area?
    - Asheville area?
- Utilize the system to set up apprenticeships in other trades:
  - ❖ Health care?
  - ❖ Construction?
  - ❖ Automotive?
  - ❖ IT?
- Who will do this?



## How it got started

# Beat the skills gap – Grow your own talents!



# NCTAP Partnership – Founded 2013

## Partner Companies:

- Allied Automation, Apex
- Bühler Aeroglide, Cary
- CaptiveAire, Youngsville
- GlaxoSmithKline, Zebulon
- Madern USA, Apex
- Schunk, Morrisville
- Superior Tooling, Wake Forest

## Sponsor Organizations:

- Wake Tech Community College
- Thales Academy
- NC Department of Commerce



# How did we build NCTAP

- March'13:
  - Reached out to different employers in the Triangle area, 1<sup>st</sup> meeting with potential partners & presentation from Apprenticeship 2000
- May'13:
  - 2<sup>nd</sup> meeting with potential partners and Lt. Governor D. Forest
- June'13:
  - NCTAP was founded with 7 local companies, huge coaching from Apprenticeship 2000 during development phase
- Sept'13 – July'14:
  - Recruiting phase for 1<sup>st</sup> Apprenticeship class
- March'14:
  - Governor P. McCrory visits NCTAP partner Buhler Aeroglide
- Sept'14:
  - GlaxoSmithKline joins NCTAP, ATI left
- Sept'14:
  - 7 apprentices started the 4-year program



# NCTAP Recruiting Class 2014

- *“We take the chance to create something BIG in the Triangle!”*



# ***Some roadblocks about Apprenticeships***

- Apprenticeships are unionized
- It's a 2<sup>nd</sup> choice career, apprenticeships are only for students who don't make it to college
- Common mindset of “No 4-year-degree = No career chances”, locked in the trade
- Manufacturing is a dirty environment
- Employers are very hesitant to invest in a long-term training program (“what happens if the apprentice leave after the 4 years?”)
- Impression that employers are more willing to invest in short-term-training programs (“and call them apprenticeships...”) to fix their current needs



# What are possible actions?

- Spreading out the message to the community that college is not the “only way” for every High School student to start a successful career
- Helping to bring potential employers together who want to start a “real” apprenticeship program, connect them with the educational partner
- Support employers who are investing a lot of money into long-term training for young and dedicated people in North Carolina



**Thank You**